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MEMORANDUM FOR: Director of Personnel

FROM: Director of Central Intelligence

SUBJECT: Pay in the Senior Intelligence Service

1. By memorandum dated 8 October 1962, the Acting Director of Central Intelligence (DCI) reaffirmed existing Agency policy that, insofar as practicable, changes in the Classification Act, such as revision of salary schedules, would be given effect in the future by the Agency, except as otherwise authorized by the DCI. The memorandum also stated that the effective date of such changes would be in accordance with the provisions of law making the changes in the Classification Act.

2. In 1978, the General Schedule pay system established under the Classification Act was changed by the Civil Service Reform Act. The Civil Service Reform Act established a new pay system for certain senior Government employees who were formerly paid under the General Schedule. This new pay system was called the Senior Executive Service (SES). Of course, the exemption of senior Agency employees from the General Schedule was extended to cover the SES. Nevertheless, the Senior Intelligence Service (SIS) was established pursuant to the Agency's own authority in order to enable the Agency's salary structure to be competitive with the rest of the Government.

3. The purpose of this memorandum is to confirm the principle that pursuant to the 1962 memorandum pay changes for the SIS will, insofar as is practicable, reflect pay changes for the SES, except as otherwise authorized by the DCI. Thus, new SIS pay rates will be given effect on the date that new SES

pay rates become effective.

Mam J. Carey

